

# Top Ten Workforce Trends: How Are You Responding?

## *Purposes...*

- Scan the environment and identify driving workforce trends.
- Show why responding to these trends is key to economic growth.
- Suggest ideas to align your system, programs, and services with these workforce trends.

## Top Ten Workforce Challenges

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1. Globalization of the Workforce
2. Rapid Advances in Technology
3. Skill and/or Labor Shortages
4. An Evolving Definition of Skills
5. Lifelong Learning to Compete
6. An Aging Workforce
7. The “Left Behind, Lost” Workers
8. A Diverse Workforce
9. Retention of the Best Workers
10. Impact of Personal Life on Work

# Responding to the Top Ten Workforce Challenges

## 1. Globalization of Workforce

- Manufacturing and Services
- Outsourcing; Insourcing
- New Jobs: Not Same
- Gap Jobs; Self-Employment
- “Rapid” Response
- Train in What?
- LMI Very Important
- Career Counseling a Must

## 2. Advances in Technology

- All Jobs! All of the Time!
- Thinking Like a Computer
- Beyond the Resource Room
- Pre-Employment Skills
- Embedded in All Training

## 3. Skill and/or Labor Shortages

- Not the Same!
- Recruitment: True Universality
- Promotion of Opportunities
- Private-Sector Partnerships
- Support for Career Paths

#### 4. Evolving Definition of Skills

- What are “Basic” Skills?
- Beyond the Three R’s
- Workforce Literacy
- Industry-Specific; Authentic
- Pre-Employment Testing
- Literacy Partners/Referrals

#### 5. Lifelong Learning to Compete

- Pre-, Post-, and Forever
- Urge Acceptance!
- Work-Based; Employer-Based
- Help Businesses Define Skills
- Training Delivery Methods

## 6. An Aging Workforce

- Succession Planning?
- Retain; Retrain; Attract
- Youth Flight Compounds
- Youth: Jobs; Friends; Fun
- Beyond a Title V Program
- “Mature Worker” Job Search

## 7. “Left Behind, Lost” Workers

- “No Worker Left Behind”
- Answer to Aging Workforce?
- TANF: “Emerging Workforce”
- Individuals with Disabilities
- Job Development

## 8. A Diverse Workforce

- Hope You Have It!
- Limited-English Proficiency
- Access: Law and Mission
- Vocational ESL
- Cultural Awareness

## 9. Retention of Best Workers

- “Gold-Collar” Workers
- “Workers Leave Bosses”
- “Putting Up with Kissing Up”
- Business Consultation

## 10. Impact of Personal Life

- Family-Friendly?
- Redefine “Support Services”
- Child Care and Elder Care
- Choosing Jobs Wisely
- Earning Flexibility
- “Job Coping” Skills

How are You Responding to the Key Workforce Challenges?



## ***Best Bets!***

### ***Your presenter...***

**Greg Newton**, principal of Greg Newton Associates, is helping states and communities across the country create a vibrant Workforce Investment System. Greg and his team of independent consultants, Melanie Arthur, Sandy Gonsalves, Sandra Hastings, and Kip Stottlemeyer, assist welfare-to-work, school-to-work, and one-stop systems apply private-sector strategies to find success in a changing environment.

**Learn more:** Visit [www.GregNewtonAssociates.com](http://www.GregNewtonAssociates.com).